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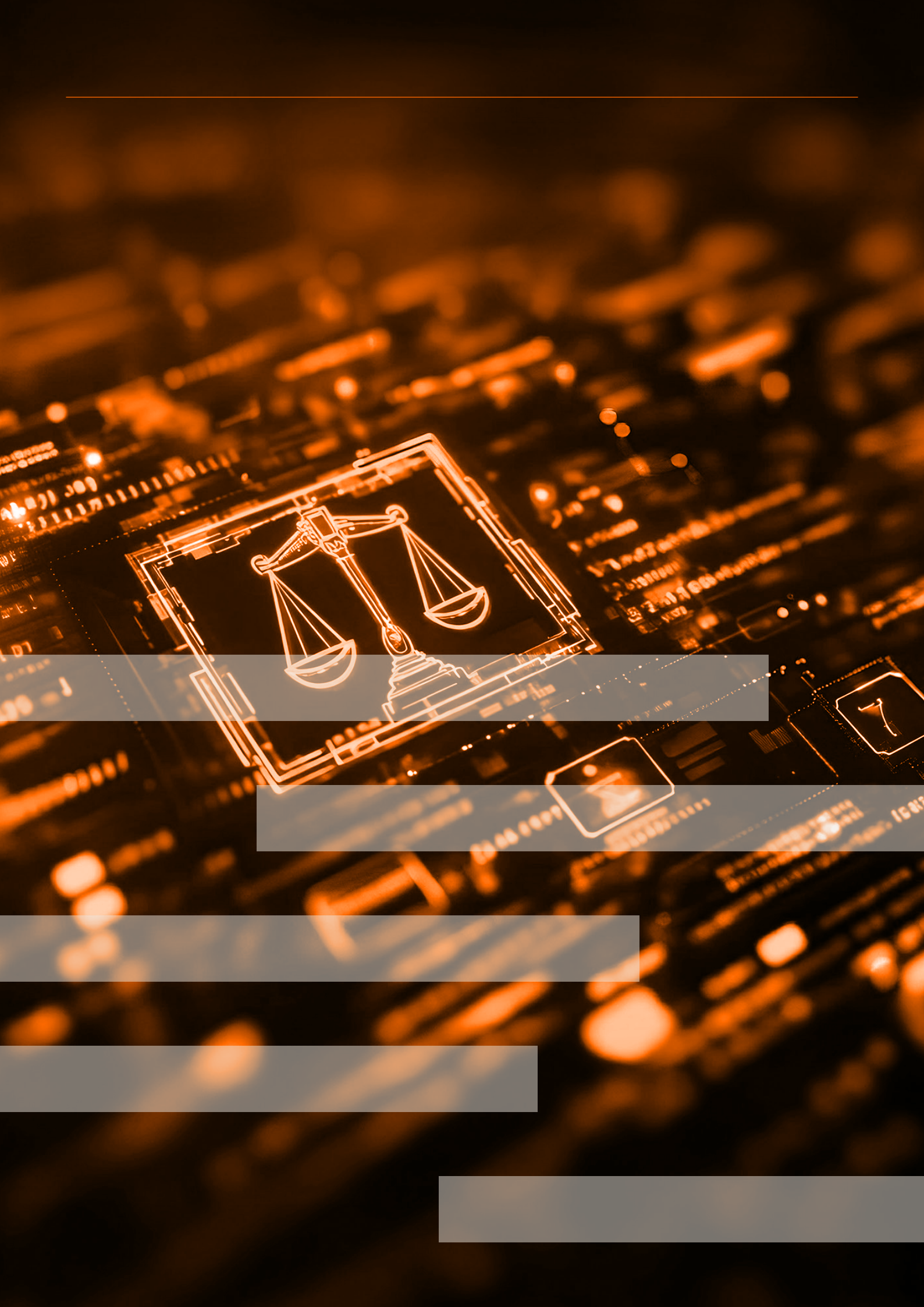
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WHITE PAPER

Top Legal Leadership Priorities

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In an era where legal transformation is paramount, Morae recently hosted a series of Legal Leadership roundtables for discussions on how General Counsel are prioritizing change.

These exclusive gatherings brought together small peer groups of General Counsels (GCs) and other in-house legal professionals to exchange invaluable insights, share experiences, and explore opportunities for innovation.

What follows is a summary of the key insights from over two dozen legal leaders who discussed initiatives they have implemented which have met with success.



Key initiatives & priorities in 2025:

- **AI for Contract Review/Analysis** - This emerged as a top priority for many of you, particularly in areas such as contract review, redlining, and initial risk analysis to identify high-risk issues. Feedback from those experimenting with these solutions suggests that while AI has its strengths, human quality control remains essential. Additionally, custom models have proven to be more effective than out-of-the-box solutions.
- **External Panel and Spend Management** - This was another major topic of discussion. There is a clear need and desire to extract more value from external law firms while reducing costs and reliance on external resources. The opportunities here include potential savings ranging from 6% to 20%, reduced internal time spent on invoice reviews, and the ability to leverage rich data analytics to support better decision-making.
- **Contract Management Solutions (CMS)** - The focus here is on digital obligation tracking and improving visibility across contract portfolios to ensure key data is easily accessible.
- **Enabling the Business through AI** - Many of you are exploring ways to reduce the workload on legal teams. AI-powered bots, help desk tools, and contract risk review tools are being adopted to help manage this.

- **Data Analysis Enhanced by AI** - Leveraging AI to unlock more sophisticated use cases, such as targeting legal advice, matters, claims, or legal spend, is becoming more common. The aim is to optimize high-volume, time-intensive, or costly areas of the business.
- **Matter Management and Legal Intake/Workflow** - Gaining visibility and improving the efficiency of legal work intake was a key theme, as was demonstrating the value of legal departments through enhanced workflow management.
- **Capacity & Resourcing Challenges** - Some legal teams are struggling with capacity, leading to a risk-based approach where

lower-risk work is deprioritized. Others with approval to hire are facing challenges in finding the right skill sets.

- **Internal Department and Workstream Analysis** - Some organizations are focusing on analyzing internal departments and workstreams to prioritize tasks, optimize resource allocation, and identify automation opportunities.

A few common themes emerged across these areas, beyond the clear focus on leveraging AI. Cost pressures are driving much of this transformation, and it's evident that successful implementation of new solutions will require strong change management to deliver the expected results.





Key initiatives and priorities from 2024:

1. Legal Dept Analysis / Workstream Analysis

- Was a theme that came through, to enable work prioritization and to be able to efficiently resource or ‘right source’ the work coming into legal.

2. Right Sourcing and Team Remodelling

- Aligning work with the appropriate skills/capabilities and balancing the holistic delivery models with in-house and/or a combination of external law firms and ALSPs like Morae/Exigent.
- Trying to free-up teams from lower-mid value work to create capacity, which can be used to reduce work going to external firms (and free up budget) or to invest in other areas.

3. Matter Management

- Legal intake/workflow to gain visibility and to help manage the work coming to legal more efficiently and help prove legal's value.

4. Leveraging the O365 Suite

- i.e. SharePoint and Power Apps for things like matter management, document and, workflow automation (i.e. instructions, emails, data etc.), data visualization in PowerBI.

5. Contracting Optimization

There were several themes that came through here, not all of the below relate to contracting.

- Using a CMS platform so that the business can better manage, search and find contracts info (which reduces contract queries to legal).

- Contract assembly automation where the same clauses are being used.
- The need to streamline contracts to minimize the volume of bespoke deals which would lessen the load for legal.
- NDAs and basic contracts still being manual for some, but recognition this can be largely automated.

6. AI Experimentation

- For simple tasks, like legal research and summarizing information.

7. External Spend Management

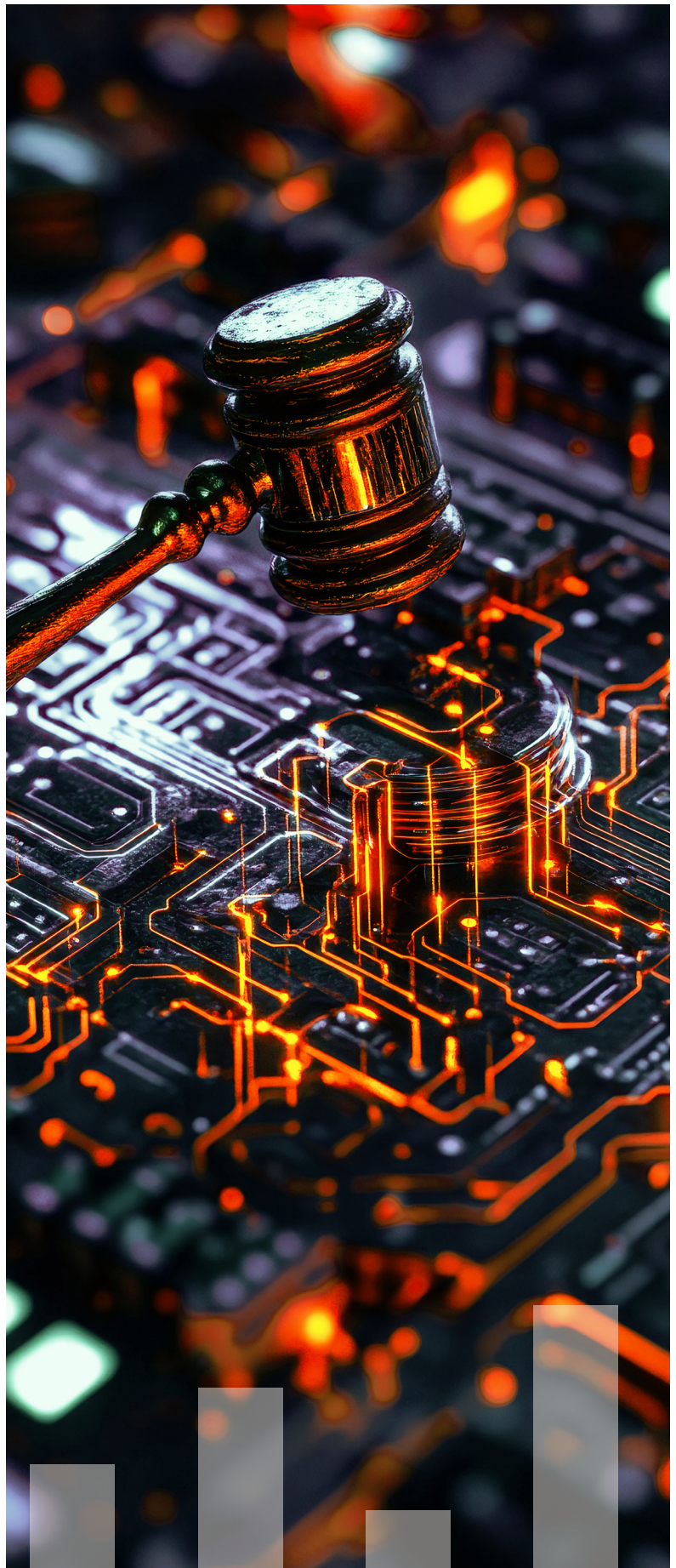
- In our experience implementing a legal spend management solution can reduce external spend by 5-10%, and there was strong agreement in the room around this (there was one result shared of 19%).
- Invoice management to improve visibility, reduce spend and make the process more effect.
- Removing the need for in-house teams to check invoice accuracy (some don't even have time for this task which equals revenue leakage).
- Data analytics to help manage externals and spend, to enable meaningful conversations with firms to help gain more value and drive the right firm behaviours.

8. Value of the Legal Department

- The challenge of proving this was common. Suggestions including highlighting cost avoidance for the business, savings on external firms, and reducing risk exposure.

9. Budget/Cost Restraints

- Was also a commonality. Depending on a legal teams' circumstances, in our experience through remodeling the distribution of work and optimizing how that's done we've seen 30-50% cost reductions from legal departments we've worked with in this space. There are different ways of approaching this which require some different thinking.





Together, we can achieve remarkable progress and set new standards for excellence in the legal industry.

Conclusion

The insights and priorities shared by the legal leaders during these roundtables underscore the critical need for continuous innovation and strategic transformation within legal departments.

As we move forward, it is essential for legal professionals to embrace these changes, leverage new technologies, and implement effective solutions to drive efficiency and value. We encourage you to take these insights, apply them within your own organizations, and join us in our ongoing efforts to shape the future of legal leadership.

If you're looking for a partner to help guide you through implementing these kinds of initiatives in your organization, Morae can help and work alongside you and your teams. We've helped many corporations assess their current operations, plan for the future, and optimize their mix of technology and processes.

For more information, visit us at morae.com.

About the author



Simon Meiklejohn

As the Managing Director for Legal Managed Solutions in APAC, Simon is a pioneer in the realm of ALSPs/New Law in Australia, having been at the forefront even before it became widely recognized (during a 10-year tenure at Exigent).

Today, his work focuses on collaborating with organizations to innovate and enhance business processes, addressing challenges and creating solutions that lead to improved business performance.

[Connect with Simon on LinkedIn](#)



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